

Performance of Barangay Police Security Officers: Developing Interventions

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ABSTRACT

The Barangay Police Security Officers (BPSO) perform voluntary services to maintain peace and order in their communities. The BPSOs encountered challenges in performing their duties and responsibilities, which could be improved through appropriate interventions. This study determined the BPSOs' level of performance in carrying out their duties and responsibilities, the difficulties they faced, and the interventions that would assist them in performing consistently. The study used a descriptive design and quantitative and qualitative methods to gather data. Descriptive involves gathering or collecting data by describing events and organizing, tabulating, depicting, and describing the data collection. This concluded that BPSO attained the DILG MC 2003-42 guidelines, where the assigned task was successfully executed and achieved the established standard, resulting in outstanding performance. Therefore, the BPSOs, in performing their duties and responsibilities, have encountered a lot of challenging tasks in which they are committed to taking risks to maintain peace and order in the community. The researchers develop an intervention to help provide governments with input in addressing the BPSO concerns. This study would be helpful to the DILG, LGU, PNP, barangay authorities, BPSO, residents, and upcoming researchers. They would benefit from the interventions and recommendations that would enhance the BPSO's effectiveness in upholding peace and order.

Keywords: Performance, Challenges, Intervention, BPSO, Peace and Order

INTRODUCTION

The Barangay Police Security Officers (BPSO) perform voluntary services to maintain peace and order in their communities (Austria-Cruz, 2020). They are the frontliners who are responsible for keeping the barangay's peace and good relations and responding to emergencies and disasters (Cruz, R. et al., 2021). The barangay is the smallest political unit in the Philippines, and the government recognizes the BPSO as its partner in achieving its peace agenda (Legaspi-Medina, R., 2019).

In accordance with the 1987 Philippine Constitution and Republic Act No. 7160, also known as the Local Government Code of 1991, the barangay is crucial to maintaining peace and order at the barangay level (Official Gazette, 1991). The Department of Interior and Local Government Memorandum Circular (DILG MC) 2003-42 mandates the professionalization of these BPSOs to guarantee that public safety and peace and order are treated seriously. The development of BPSOs, sometimes referred to as "Barangay Tanods," as the fundamental political unit, is maintained as a crucial element in the development of barangays (DILG, 2003).

The barangay tanods' duties and responsibilities include: supporting barangay officials in crime prevention and promoting public safety through patrolling ("Ronda"), reporting to the offices concerned of any disruptions or unfair events, tracking the presence and actions of criminals and illegal elements, assisting the National Police Commission (NAPOLCOM MC) 2008-013 and "lupong tagapamayapa" in the execution of warrants and other judicial proceedings, and supporting barangay officials (De Asis, J., et al., 2020). They risk their lives on a voluntary basis as "tanods," or barangay police, to safeguard the safety of the residents of their local barangays (Benitez, 2013).

The BPSOs encountered challenges in performing their duties and responsibilities, which could be improved through appropriate interventions (Higuchi, K. S., Davies, B., & Ploeg, J., 2017). According to the report and confirmed by the researchers' interview, there were still problems that the BPSOs had to deal with throughout their daytime and nighttime patrols; there were only 5 to 6 BPSOs per barangay, some of whom only worked at night. The locals also lacked collaboration, which occasionally resulted in the offensive or insulting treatment of the BPSOs. They also faced difficulties in carrying out their duties, such as unstable vehicles and a lack of funds for gas; a lack of personal protective equipment, such as raincoats and boots, during rainy days and nights; and injuries sustained while responding to incidents such as family disputes, riots, rumbles, thieves, gangsters, rugby boys, and drug addicts. Moreover, they also had a shortage of supplies, such as food and other necessities. This study aims to help the government pursue adequate necessities and benefits for the BPSO to compensate for their performance in upholding peace and order. The study would also support the requirement that the BPSO be given the necessary tools and other resources to ensure their safety and protection while on duty. This study assessed the BPSOs' degree of performance in carrying out their obligations, the difficulties they faced, and the interventions that would assist them in performing consistently.

This study analyzes the performance of the BPSO in the five selected Poblacion Barangays of Malaybalay City as the basis for developing interventions. It sought to answer the following: What is the level of performance of the BPSO specifically in terms of the following duties and responsibilities? What are the challenges the BPSO encounters in performing their duties and responsibilities? What interventions can be proposed to improve the performance of the BPSO?

The results of this study would be useful to the DILG, LGU, PNP, barangay authorities, BPSO, residents, and upcoming researchers. They would benefit from the interventions and recommendations that would enhance the BPSO's effectiveness in upholding peace and order.

LITERATURE REVIEW

In accordance with the 1987 Philippine Constitution and Republic Act No. 7160, also known as the Local Government Code of 1991, the barangay is crucial to maintaining peace and order at the barangay level (Official Gazette, 1991). The Department of Interior and Local Government Memorandum Circular (DILG MC) 2003-42 mandates the professionalization of these BPSOs to guarantee that public safety and peace and order are treated seriously. The development of BPSOs, sometimes referred to as "Barangay Tanods," as the fundamental political unit, is maintained as a crucial element in the development of barangays (DILG, 2003).

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In Article 3 of Ordinance No. 490 series of 2001, otherwise known as ordinances of the City of Malaybalay, Section 2 curfew hour referred to the period of time between two o'clock in the evening and four o'clock in the morning when certain individuals who are below the age of eighteen are not allowed to stay outside of their residential compound or premises (Malaybalay city Facebook page, 2016).

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The barangay is the smallest political unit in the Philippines, and the government recognizes the BPSO as its partner in achieving its peace agenda (Legaspi-Medina, R., 2019).

BPSOs are volunteers who are responsible for peacekeeping activities in the barangay (Caparas & Agrawal, 2016). The BPSO assisted the government in upholding law and order, particularly in the barangay to which they were assigned. (Shehayeb, 2008), in his study entitled "Security Community to Provide a Secure Feeling," he explains that security is one of the things that every individual expects in his immediate community. Security is a feeling. It also stated that "the importance of providing a sense of security among people in public spaces cannot be underestimated." (January Jose B. Aydinan 2021) stated that BPSOs play a coordinative role in the overall endeavor to address social and economic issues that affect their communities. Yet they also assist law enforcement in the fight against criminality, particularly street crime.

According to (Januaryn Jose B. Aydinan 2021), the BPSO are force multipliers of the Philippine National Police, with the fundamental duty of patrolling and responding to incidents within their Area of Responsibility. Hence, characteristics of community policing are common among jurisdictions. Philippine National Police (PNP) recognizes the task of Barangay Tanods as Force Multipliers in the battle against criminality (Philippine National Police 2018). According to (Collins Ineneji, 2019). Once there is an indicator of a potentially dangerous situation as indicated by the system, the operators of the security feeds are expected to call in the services of security experts to determine the dangerous potential of the situation in order to take necessary action to contain the outcome if necessary. According to (Estonio, 2014), the BPSO conducts crime prevention and deterrence measures to protect the vulnerable sectors of the community.

Additionally, the BPSOs facilitate giving direction to the vehicles and people in their specific roadway. Advanced communication technologies open new possibilities to prevent, or at least delay, this phenomenon, and innovative active traffic management systems have been developed in recent years for better control of motorway traffic (Scarinci R et al., 2014). Also, Emergency response has been successfully developed and utilized for accidents and disasters by the BPSOs (Georgiadou et al., 2010). BPSO from the municipality of Dolores, as well as LGU Employees, are currently undergoing training for disaster preparedness, rescue, and relief operations as part of Disaster Consciousness Month. The training is initiated by the Disaster Risk Reduction Management Council of the Municipality (DRRM Officer Engr. Norwin Bisare 2019). The BPSO challenges encountered in terms of insufficient equipment supported by Sanchez (2018) stated that the BPSO still encountered a lot of problems during night patrolling, insufficient equipment like batons, handcuffs, and other equipment used for crime prevention; lack of coffee, especially when on night duty to keep them awake; insufficient budget support.

The third representative of Laguna said on the 19th Congress Session said that there is no serious effort on the part of the government to promote and enhance their social and economic well-being, as well as their living and working conditions (Eduardo Galvez, 2012).

Another Challenge encountered by the BPSO is the Unlawful activities that occurred in the community. (Senate of the Philippines, 2010) state in Senate bill No. 720, BPSOs perform Ronda, or nightly patrols, as part of this duty, putting their lives and limbs in danger at the hands of criminals and other lawbreakers.

In fact, an alarming number of Barangay Tanods have already been attacked, hurt, or killed, leaving their families and dependents to fend for themselves Senate of the Philippines, (2010). The former Mayor highlighted the difficulties that BPSOs is currently facing. They are also on the front lines, being the first to respond to any untoward incident in their respective communities (City Government of Malaybalay, 2018). Barangay tanods faced difficulties with the sudden shift in their work environment (Rhoey Cruz et al., 2021). Due to their exposure to public spaces, barangay

tanods are not exempted from facing health hazards and being mistreated by offenders Rhoyet Cruz et al., (2021). Sometimes when they perform their duties, they are prone to be assaulted and injured De-Vella (2022). They risk their lives on a voluntary basis as "tanods," or barangay police, to safeguard the safety of the residents of their local barangays (Benitez, 2013).

(Figer, 2023) argues that BPSOs are frequently in direct contact with the public as well as conducting arrests and

| Duties and Responsibilities | Mean | SD | Description |
|-----------------------------|------|------|-------------|
| Annual assembly | 4.74 | 0.56 | Outstanding |
| Fiesta/Araw activities | 4.61 | 0.78 | Outstanding |
| Mean | 4.67 | 0.67 | Outstanding |

searches, which are both critical to their duties as BPSOs. Therefore, the BPSOs, during their duties and responsibilities, encounter a lot of challenges that give them a hindrance to performing their duties and responsibilities. This can make them feel unimportant and unworthy of fulfilling their duties and responsibilities as they experience discrimination and a lack of cooperation and support from the government. Specifically, (Vincent et al., 2020) consider inadequate crime prevention equipment as one of the hindrances in the performance of a Barangay Tanods duties. With this, Figer (2023) recommended that the BPSOs should receive extensive training in areas such as information gathering and reporting.

The researchers understand that police security officers were also responsible for informing higher officials or different offices of any issues, calamities, or illegal events they observed and encountered in the community. As emphasized in the above statement, BPSOs' main duties and responsibilities are to maintain peace and order in their specific communities.

According to expectancy theory, people are more motivated to put in extra effort if they believe their accomplishments will be acknowledged and rewarded (Vroom, 1964). This suggests that if their work and accomplishments were valued and acknowledged, the BPSO would be more driven to carry out their tasks and responsibilities. The BPSO put in extra effort above the standard performance that the barangay expected. However, despite the challenges that the BPSO encountered, they are still eager to execute and perform their duties and responsibilities as government personnel. Applying expectancy theory is used as an intervention to enhance the performance of the BPSO by rewarding them in various ways to keep them motivated to execute their duties and responsibilities.

METHODOLOGY

The study used descriptive quantitative methods to gather data. Descriptive involves gathering or collecting data by describing events and organizing, tabulating, depicting, and describing the data collection (Glass & Hopkins, 1984). The respondents to the study were selected using purposive sampling. According to (Arikunto, 2010), purposive

sampling is the technique of selecting the sample size of the participants based on the judgment of the survey. The data would be treated using statistical tools. The mean and standard deviation are used in determining the level of performance. Frequency and percentage used in identifying challenges. The result of the statistical analysis used in proposing interventions. There is no significance difference between the respondents BPSO, Barangay officials, and Residents in the perception of the performance of Barangay Police Security Officers in terms of their duties and responsibilities.

RESULTS AND DISCUSSION

Duties and Responsibilities of Barangay Police Security Officers in Accordance with DILG Memorandum Circular No. 2003-42

Table 1 presents the overall result that the BPSO's performance in assisting the barangay officials in the prevention of crime and the promotion of public safety was outstanding (O).

Table 1

The BPSO assists the Barangay Officials in the prevention of crime and the promotion of public safety.

This implies that the BPSO always performed its responsibility by assisting the barangay officials in reducing crime and promoting public safety. Assisted in the execution of curfew hours and reported to the concerned barangay official or through the hotline 911 the occurrence of any crime, fire, accident, or public disturbance. The BPSOs of these barangays quickly respond to any kind of incident.

(Figer, 2023) argues that BPSOs are frequently in direct contact with the public as well as conducting arrests and searches, which are both critical to their duties as BPSOs. With this, Figer (2023) recommended that the BPSOs should receive extensive training in areas such as information gathering and reporting.

In Article 3 of Ordinance No. 490 series of 2001, otherwise known as ordinances of the City of Malaybalay, Section 2 curfew hour referred to the period of time between two o'clock in the evening and four o'clock in the morning when certain individuals who are below the age of eighteen are not allowed to stay outside of their residential compound or premises (Malaybalay city Facebook page, 2016).

Table 2 presents the overall result that the BPSO's performance in assisting in every barangay activity or program was outstanding.

Table 2

| Duties and Responsibilities | Mean | SD | Description |
|--|------|------|-------------|
| Report to the concerned barangay official or through hotline 911 the occurrence of any crime, fire, accident, public disturbance | 4.40 | 0.88 | Outstanding |
| Conduct rondas during the scheduled hour | 4.36 | 0.89 | Outstanding |
| Assist in the execution of the curfew hour | 4.26 | 1.14 | Outstanding |
| Mean | 4.34 | 0.97 | Outstanding |

The BPSO assists in every barangay activity/program

This means that the BPSO always performed in all areas of responsibility, assisting the barangay in every activity or program. This implies that the BPSO assists the barangay officials in the preparation of activities such as the annual assembly and fiesta/Araw activities. The BPSO is the main backup for the barangay officials to ensure the success of the event.

(January Jose B. Aydinan 2021) stated that BPSOs play a coordinative role in the overall endeavor to address social and economic issues that affect their communities. Yet they also assist law enforcement in the fight against criminality, particularly street crime.

Table 3

The BPSO assists the police and the judicial processes

| Duties and Responsibilities | Mean | SD | Description |
|--|------|------|-------------------|
| Recovering stolen properties | 4.12 | 1.05 | Very Satisfactory |
| Tracking the whereabouts of missing persons | 4.05 | 1.10 | Very Satisfactory |
| Assist in arresting escaped prisoners and other fugitives from justice | 3.92 | 1.18 | Very Satisfactory |
| Assist in the execution of warrants | 3.83 | 1.12 | Very Satisfactory |
| Mean | 3.98 | 1.11 | Very Satisfactory |

This means that the BPSO, in terms of assisting the police in the judicial processes, often performs which consistently exceeds established standards in most areas of responsibility. This denotes that the BPSO, in terms of assisting the police in the judicial process, frequently committed their duties and responsibilities in tracking the whereabouts of missing persons, arresting escaped prisoners and other fugitives' justice, recovering stolen properties, and assisting in the execution of warrants within the barangay. Yet, this case was uncommon in the BPSO daily task, and they only offered assistance when the police requested them to assist.

According to (Januaryn Jose B. Aydinan 2021), the BPSO are force multipliers of the Philippine National Police, with the fundamental duty of patrolling and responding to incidents within their Area of Responsibility. Hence, characteristics of community policing are common among jurisdictions. Philippine National Police (PNP) recognizes the task of Barangay Tanods as Force Multipliers in the battle against criminality (Philippine National Police 2018).

Table 4 presents that the overall result of the BPSO's performance in assisting in the smooth flow of traffic was outstanding.

Table 4

The BPSO assists in facilitating the smooth flow of traffic

| Duties and Responsibilities | Mean | SD | Description |
|---|------|------|-------------|
| assists in traffic in times of a parade | 4.45 | 0.84 | Outstanding |
| assists in the traffic in any program or activities in barangay | 4.43 | 0.82 | Outstanding |
| Mean | 4.44 | 0.83 | Outstanding |

This means that in terms of assisting the smooth flow of traffic, the BPSO always performed in all areas of responsibility. This emphasizes that the BPSO assists in the smooth flow of traffic, carries out their duties and responsibilities in times of

having a parade, and assists in the facilitation of traffic in any program or activities in the barangay. The BPSO was always present during there was activity along the highway to lessen the traffic. The BPSO facilitate giving direction to the vehicles and people in their specific roadway. Advanced communication technologies open new possibilities to prevent, or at least delay, this phenomenon, and innovative active traffic management systems have been developed in recent years for better control of motorway traffic (Scarinci R et al., 2014).

Table 5 presents that the overall result of the BPSO performance in helping to detect dangerous weapons and other elements that cause hazards in public safety within the barangay was very satisfactory.

Table 5

The BPSO helps to detect dangerous weapons and other elements that cause hazards in public safety within the barangay.

| Duties and Responsibilities | Mean | SD | Description |
|--|------|------|-------------------|
| monitors suspicious persons, and criminals, within the barangay during daytime & nighttime | 4.15 | 0.99 | Very Satisfactory |
| Mean | 4.15 | 0.99 | Very Satisfactory |

This shows that the BPSO is often performed, which consistently exceeds established standards in most areas of responsibility in helping to detect dangerous weapons and other elements that cause hazards in public safety within the barangay. BPSOs were not on duty during daytime and the residents' found difficulties in tracking the BPSO's in the specific barangays where they prioritized their personal works that could sustain their family needs than to perform their task as BPSO. Moreover, there was still the existence of unexpected incidents while the BPSO was present that involved dangerous weapons that caused a public hazard.

According to (Collins Ineneji, 2019). Once there is an indicator of a potentially dangerous situation as indicated by the system, the operators of the security feeds are expected to call in the services of security experts to determine the dangerous potential of the situation in order to take necessary action to contain the outcome if necessary. According to (Estonio, 2014), the BPSO conducts crime prevention and deterrence measures to protect the vulnerable sectors of the community.

Table 6 presents the overall results of the BPSO's performance in Responding to incidents and calamities like typhoons, floods, landslides, earthquakes, and among others was outstanding.

Table 6

The BPSO responds to incidents and calamities like typhoons, floods, landslides, earthquakes, and others

This means that the BPSO is always performed in all areas of responsibility in responding to incidents and calamities like typhoons, floods, landslides, earthquakes, and among others. This signifies that the BPSO, during calamities, serve as the frontline responders since they are in the areas of responsibility. Moreover, the BPSO was the first rescuer before the CDRRMO arrived at the location. They also voluntarily help the barangay officials in packing and distributing relief goods to the victims.

Emergency response has been successfully developed and utilized for accidents and disasters (Georgiadou et al., 2010). BPSO from the municipality of Dolores, as well as LGU Employees, are currently undergoing training for disaster preparedness, rescue, and relief operations as part of Disaster Consciousness Month. The training is initiated by the Disaster Risk Reduction Management Council of the Municipality (DRRM Officer Engr. Norwin Bisare 2019).

Table 7 presents the overall summary of results of the BPSOs level of performance in assist BPSO assists in every barangay activity/program, assists in facilitating the smooth flow of traffic, responds to incidents and calamities like typhoons, floods, landslides, earthquakes, and among others, assists the Barangay Officials in the of crime and the promotion of public safety, helps to detect dangerous weapons and other elements that cause hazards in public safety within the barangay, and assists the police in the judicial processes was outstanding.

| Duties and Responsibilities | Mean | SD | Description |
|--|------|------|-------------|
| Assists in the preparation of relief goods | 4.42 | 0.83 | Outstanding |
| Helps in rescuing trapped residents | 4.37 | 0.91 | Outstanding |
| Mean | 4.40 | 0.87 | Outstanding |

Table 7. *Summary of Performance of the Barangay Police Safety Officer*

| Duties and Responsibilities | Mean | SD | Description |
|---|------|------|-------------------|
| The BPSO assists in every barangay activity/program | 4.67 | 0.67 | Outstanding |
| The BPSO assists in facilitating the smooth flow of traffic | 4.44 | 0.83 | Outstanding |
| The BPSO responds to incidents and calamities like typhoons, floods, landslides, earthquakes, and among others | 4.40 | 0.87 | Outstanding |
| The BPSO assists the Barangay Officials in the of crime and the promotion of public safety | 4.34 | 0.97 | Outstanding |
| The BPSO helps to detect dangerous weapons and other elements that cause hazards in public safety within the barangay | 4.15 | 0.99 | Very Satisfactory |
| The BPSO assists the police in the judicial processes such as; | 3.98 | 1.11 | Very Satisfactory |
| Mean | 4.33 | 0.91 | Outstanding |

The table presents the participant's responses by the barangay officials, BPSO, and residents; the BPSO challenges encountered in terms of government support in performing their duties and responsibilities are the following; (1) insufficient support in terms of the needs of the BPSO such as; equipment, goods and an honorarium that challenge them in maintaining their duties and responsibilities. (2) Unlawful activities such as; stolen property thieves, illegal users, and minors' violations which are commonly encountered within the community. (3) Community issues such as; Tipsy person, family trouble, gangster, and experience injuries. (4) Calamities; the BPSO is also challenged in responding to calamities amidst danger since it is one of their duties and responsibilities as BPSOs.

This implies that the BPSO always performed in all areas of responsibility. Planned objectives were achieved well above the established standard, and accomplishments were achieved in unexpected areas. Moreover, they ensured that rondas during scheduled hours were conducted. These BPSOs quickly respond to any kind of incidents that may occur and present whenever they are called to render assistants. However, some of the BPSOs were not on duty during their scheduled hour, as they prioritized their personal work that could sustain their family needs, and there was still the existence of unexpected incidents while the BPSOs were present that involved dangerous weapons that caused public hazards. Otherwise, assisting the police in the judicial processes was rarely executed due to it was not their primary duty in which the Police officers are the main responsible for the task. They only offered assistants when the police requested them to assist.

However, the result was outstanding, and the BPSOs perform their duties and responsibilities, but based on the report validated through interviews, there are still incidents that exceed in the community. Where crimes are still present, there are individuals roaming around at late hours that cause a public disturbance. Reports about robberies,

riots, rumbles, tipsy persons, and stabbing that sometimes cause them to get injured.

The keys to putting community policing into action include communication, cooperation, coordination, collaboration, and change. Citizens and BPSO work together to identify issues, develop solutions, take action, and evaluate the results in the community. (Bohm and Haley, 2013). Community policing redefines the role of the BPSO by putting more emphasis on settling neighborhood problems. Success or failure is determined by the number of fines and citations issued. The goal of police operations is to provide for the needs of inner-city neighborhoods and to lessen the crime rate (Williams, 1998).

As a result, in addition to the necessary skills, the tanods also need to be aware of their capacity to fulfill their obligations and responsibilities to be improved by this awareness through the support of their neighborhood and the local community (Ryan T. Figer, 2023).

Challenges Encountered by the BPSO in Performing their Duties and Responsibilities:

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| Category | Codes | Frequen cy | Perce ntage |
|------------------------|--|---------------|----------------|
| Needs | Equipme nt Goods Honorari um | 26 | 22% |
| Unlawful Activities | Stolen propertie s Thieves Illegal users Minors' violation | 48 | 40% |
| Community Issues | Tipsy person Family trouble Gangster Injuries Discrimi nation | 37 | 31% |

| | | | |
|------------|-------------------------------|-----|------|
| Calamities | Rescuing trap residents | 5 | 4% |
| No Answers | | 4 | 3% |
| Total | | 120 | 100% |

This shows that the BPSO, in terms of their duties and responsibilities, have encountered a lot of challenges that could measure their commitment to maintaining their performance as volunteers. Out of one hundred (100) participants, there was twenty-two percent (22%) answered insufficient support, forty percent answered unlawful activities (40%), thirty-one percent (31%) answered community issues, four percent (4%) in terms of calamities, and three percent (3%) of the participants did not answer the challenges encountered of the BPSO.

Barangay tanods faced difficulties with the sudden shift in their work environment (Rhoey Cruz et al., 2021). The BPSO challenges encountered in terms of insufficient equipment supported by Sanchez (2018) stated that the BPSO still encountered a lot of problems during night patrolling, insufficient equipment like batons, handcuffs, and other equipment used for crime prevention; lack of coffee, especially when on night duty to keep them awake; insufficient budget support.

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In fact, an alarming number of Barangay Tanods have already been attacked, hurt, or killed, leaving their families and dependents to fend for themselves Senate of the Philippines, (2010). Due to their exposure to public spaces, barangay tanods are not exempted from facing health hazards and being mistreated by offenders Rhoey Cruz et al., (2021). Sometimes when they perform their duties, they are prone to be assaulted and injured De-Vella (2022).

The former Mayor highlighted the difficulties that BPSOs is currently facing. They are also on the front lines, being the first to respond to any untoward incident in their respective communities (City Government of Malaybalay, 2018). Barangay police are willing to put their lives in danger to protect others in their own barangays (Benitez, 2013).

Therefore, the BPSOs, during their duties and responsibilities, encounter a lot of challenges that give them a hindrance to performing their duties and responsibilities. This can make them feel unimportant and unworthy of fulfilling their duties and responsibilities as they experience

discrimination and a lack of cooperation and support from the government. Specifically, (Vincent et al., 2020) consider inadequate crime prevention equipment as one of the hindrances in the performance of a Barangay Tanods duties. Work condition is one variable that affects the effectiveness of a Barangay Tanod; thus, sufficient training and equipment for crime prevention is a must.

CONCLUSION AND RECOMMENDATION

Based on the findings and results gathered the researchers came up with a conclusion.

This concluded that the BPSO's level of performance was outstanding, where the BPSOs always performed in all areas of responsibility. The barangay plans and objectives were achieved well above the established standards. The unexpected areas were accomplished and achieved. The BPSOs assigned task in the DILG MC 2003-42 was attained. Amidst, in the execution of their duties and responsibilities BPSOs, still encountered challenges.

Therefore, the researchers proposed an intervention plan to address those challenges and gaps that possibly affect their outstanding level of performance. This study can give a piece of information and provide input to the government to sustain their level of performance and address the BPSO's concerns.

Based on the findings and conclusions the researchers recommended the following.

- LGU may apply the intervention provided by the researchers as a guideline for enhancing the BPSO performance.
- LGU may provide general uniforms to all BPSOs for them to be easily identified in and places.
- To Barangay officials, you may organize the BPSO's scheduled hours of duty using the organization chart as a guideline.
- To PNP, since the BPSOs are not allowed to use hands-on firearms in case of urge incidents requesting assigned PNP together with the BPSOs during duties hours.
- Residents participate in the rules and ordinances implemented by the barangay and value the importance of BPSOs for peace and security.

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